

Coach Development Planning

When a coach stops seeking knowledge and improvement he is doing a disservice to his athletes.

The Coach Development Plan (CPD) will help all coaches whether new or experienced veterans identify their areas of strength and weakness to set a development plan to improve their own skills, the performance of their team and achieve their long term coaching goals.

Developing your own CDP is the first step into the process of continual coach education, which is a key to sustaining development and keeping abreast of current trends and information.

The CDP will also assist a coach to critically analyse their skills and abilities across all aspects of coaching;

The Game	Rules, Laws structures and Policies in the WAFC
The Athlete	Knowledge relating to the physical, emotional and social development of their players
The Craft	The generic coaching skills and abilities needed to be an effective Coach
The Techniques	Knowledge on the development of the skills in Football
The Tactics	Knowledge of tactics and game styles of Football

The Coach Development Plan is a four step process, and can be completed as an individual, but is best completed in consultation with a mentor or third party that can help to challenge the coaches' current understanding of their performance.

Coach Development Planning Process



Step 1: Goal Setting

The purpose of undertaking a coach development plan is to assist a coach to achieve their goals in coaching. As such identifying the coaches long and short term goals will frame the total CDP.

Long Term Goals	Overall Development objective for the coach; i.e. Where do they want to coach, or what do they want to achieve.
Short Term Goals	Milestones that coaches can tick off on the way to achieving their long term goals

When setting your goals it is important to ensure that the goals are SMART to help you achieve them. This is where a 3rd party can be of assistance to challenge your goals and keep you accountable to them once they are set.

SMART Goal Setting

Specific	• The goal should clearly identify what the coach wants to achieve
Measurable	• To achieve the goals the coach must be able to measure their progress
Achievable	• Goal needs to be achievable within the time frame identified and with the resources available
Realistic	• The goal needs to be challenging whilst also being practical in the coaches ability to achieve the goals
Time Frame	• Deadlines will help to keep the coach focused on the goals, and assist with measurement.

Step 2: Training Needs Analysis

A Training Needs Analysis (TNA) can be carried out to enable a coach to identify and gaps in their current knowledge or skillset that is preventing them from achieving their long term goal. Once a skills gap or training need is identified they form part of the coaches Personal Development Plan

The TNA is specific to you as an individual, and should reflect where you need your skillset to be to achieve your coaching goals.

The TNA can be more effective where players, mentors, assistant coaches, club coach coordinators or football managers are involved by completing a separate checklist.

The results can be compared for similarities and inconsistencies. If the responses differ greatly, this may indicate a communication problem requiring attention or the need to seek extra information.

It is important to remember the TNA is a development tool for the coach as an individual and should not be used as an assessment tool by a third party.

Step 3: Performance Development Plan

The PDP works with the TNA to form the path from the coaches current position/skill set to their Long term goal. In developing the PDP the coach should highlight a number of short term goals or aims that will facilitate the longer term goal.

It is important to remember to set SMART goals when completing the PDP. When setting the learning/development activities in the coaches PDP it is also important to take into account the coaches preferred learning style, as tailoring the development to the learning style of the individual will lead to the greatest outcomes.

Learning Opportunities

Within football there are numerous opportunities for coaches to develop, and once a coaches needs are identified it is easy to set a personal development plan.

Learning can be divided into the following categories

Formal Training	In-Formal	Personal
Level 1 Accreditation	Workshops	DVD
Level 2 Accreditation	Seminars	Internet Research
Level 3 Accreditation	Forums	Player Feedback
WAFC Short Courses	Conferences State / National	Observing other Coaches
DSR General Principles	Mentor	Videoing Self
Formal Training Courses		Practice
		Social Interaction

When addressing the SMART goals in a coaches PDP. It is important to determine if there are any minimum standards linked to their Long-Term Goal, and also that their development plan is particularly realistic in what the coach is trying complete.

It is important to share this plan with a mentor or confidant as it will assist to keep you on track. Alternately you can engage your clubs Coach Coordinator or Football manager to support you in achieving your goals.

If your club does not have a Coach Coordinator you can also engage a District Coach Coordinator or AFCA committee member to support your development plan.

Step 4: Review and Reset

To complete the process is essentially to start again. Once the Coach Development Plans cycle is complete it is important to review the outcomes in relation to the Long term goal, and also address whether the Long Term Goal has changed.

Once this has been completed then the process is undertaken again, and continues in the cycle. It is important to include someone else in the review period as it will assist the coach to be accountable for the outcomes of their plan.

It is suggested that the total CDP process is completed annually with the coach encouraged to complete a self-assessment into their progress at the 6 month point.

Coach Personal Development Plan

Name _____

Date / /

What is your long term coaching goal?

By when _____

To help facilitate your long term goal what you have you identified as short term goals?

1.

2.

3.

Please complete the training needs analysis on the following pages to identify your personal development needs in relation to achieving your short and long term goals.

Training Needs Analysis

Coach Capabilities	Specific Capability Areas	Rating Circle your current competency level. Put a box around where you need to be to achieve your goal
The Sport	Rules and Laws of the Game	1 2 3 4 5 6 7 8 9 10
	Relevant policies	1 2 3 4 5 6 7 8 9 10
	WAFC Structure	1 2 3 4 5 6 7 8 9 10
	Current trends	1 2 3 4 5 6 7 8 9 10
The Athlete	Strength	1 2 3 4 5 6 7 8 9 10
	Aerobic Fitness	1 2 3 4 5 6 7 8 9 10
	Anaerobic Fitness	1 2 3 4 5 6 7 8 9 10
	Agility	1 2 3 4 5 6 7 8 9 10
	Speed	1 2 3 4 5 6 7 8 9 10
	Recovery	1 2 3 4 5 6 7 8 9 10
	Nutrition	1 2 3 4 5 6 7 8 9 10
	Periodisation	1 2 3 4 5 6 7 8 9 10
	Long Term Athlete Development	1 2 3 4 5 6 7 8 9 10
	Physical Presence	1 2 3 4 5 6 7 8 9 10
The Craft	Planning	1 2 3 4 5 6 7 8 9 10
	Psychology	1 2 3 4 5 6 7 8 9 10
	Leadership	1 2 3 4 5 6 7 8 9 10
	Skill Development (Theory)	1 2 3 4 5 6 7 8 9 10
	Game Sense Training	1 2 3 4 5 6 7 8 9 10
	Group management	1 2 3 4 5 6 7 8 9 10
	In Game Management	1 2 3 4 5 6 7 8 9 10
	Communication	1 2 3 4 5 6 7 8 9 10
	Player Management	1 2 3 4 5 6 7 8 9 10
	Drill Development	1 2 3 4 5 6 7 8 9 10
	Coaching Philosophy	1 2 3 4 5 6 7 8 9 10
	Emotional Intelligence	1 2 3 4 5 6 7 8 9 10
	Statistics and Performance Planning	1 2 3 4 5 6 7 8 9 10
	Observation, Analysis and Feedback	1 2 3 4 5 6 7 8 9 10
The Techniques	Kick	1 2 3 4 5 6 7 8 9 10
	Mark	1 2 3 4 5 6 7 8 9 10
	Handball	1 2 3 4 5 6 7 8 9 10
	Tackling	1 2 3 4 5 6 7 8 9 10
	Bounce	1 2 3 4 5 6 7 8 9 10
	Pick Up	1 2 3 4 5 6 7 8 9 10
	Ruck	1 2 3 4 5 6 7 8 9 10
	1v1 Positional Play	1 2 3 4 5 6 7 8 9 10
The Tactics	Game Planning / Style	1 2 3 4 5 6 7 8 9 10
	Forward Structures	1 2 3 4 5 6 7 8 9 10
	Defensive Structures	1 2 3 4 5 6 7 8 9 10
	Stoppage Structures	1 2 3 4 5 6 7 8 9 10
	Defensive Kick In Set-Ups	1 2 3 4 5 6 7 8 9 10
	Opposition Kick In Set-Ups	1 2 3 4 5 6 7 8 9 10
	Counter Tactics	1 2 3 4 5 6 7 8 9 10

Coach Personal Development Plan

Name _____

Current Accreditation _____

Year _____

Long Term Goal	Short Term Goals	Actions	Support needed	Completion Date	Outcome	
	1.					
	2.					
	3.					